

*Feel the Power*

May 29, 2024

To: All Signatory Western and Central Washington Contractors

Re: **June 1, 2024, Wage and Fringe Benefit Allocation  
Laborers' Locals 242, 252, 292, and 348**

Ladies and Gentlemen:

Negotiations between the Laborers and the AGC of Washington have been completed. The new Agreement covers three years and is effective June 1, 2024, through May 31, 2027. There has been a \$3.60 total package increase for all classifications. From that increase, thirty-one cents (\$0.31) per hour allocated to Health & Welfare, twenty-five cents (\$0.25) per hour allocated to Pension and four cents (\$.04) per hour allocated to Training. The remaining increase will go to wages.

Additionally, the sick leave PTO fund shall be contributed by the Employer in an amount equal to 2.5% of the employee's normal hourly wage rate for each hour worked when covered by this agreement. Amounts are not to be compounded as overtime. PTO is in addition to the hourly wage, is a taxable Fringe Benefit, and is to be a separate line item on the check.

***The wage, fringe and dues increases are effective June 1, 2024. A complete listing of the new wage and fringe benefit rates are on the back of this letter. Please give a copy of this notice to your payroll department. Should you have any questions regarding any wage or benefit rate, please feel free to call the local union in your area for assistance. Additionally current wage and fringe benefit rates for all Master Labor Agreements through this District Council are available on our website [www.NWLABORERS.org](http://www.NWLABORERS.org).***

Sincerely,



Stacy Martin  
Business Manager &  
Secretary-Treasurer

**WESTERN/CENTRAL WASHINGTON**  
**JUNE 1, 2024 – MAY 31, 2025**  
**WAGE AND FRINGE BENEFIT RATES**

<u>Group</u>	<u>Western</u>	<u>Central</u>
1	\$33.97	\$29.34
2A	38.53	33.28
2B	42.00	35.97
2C	45.19	39.14
3 General Laborer	47.53	36.18
4	48.61	36.99
5	49.36	37.59
5A	50.95	39.18
6 (Tunnel Work)	50.95	39.18

**Foreman Base Wage+ \$4.00 (above the highest paid Journeyperson Laborer classification supervised) x 2.5%= (PTO\*\*)**

**General Foreman Base Wage+ \$3.50 (highest paid Journeyperson Laborer Foreman supervised) x 2.5%= (PTO\*\*)**

Fringe Benefit Rates:

<b>Health &amp; Welfare</b>	<b>\$8.20</b>
<b>Pension</b>	<b>5.80</b>
<b>Apprenticeship/Training</b>	<b>1.00</b>
Apprenticeship/Training – Tunnel	.10*
NWLECET	.15
WCISAP (Washington Construction Industry Substance Abuse Program)	.06
<b>PTO** (taxable fringe)</b>	<b>2.5% of hourly wage</b>

\*Apprenticeship/Training – TUNNEL contribution shall ONLY apply to Group 6 Tunnel Work classifications and is in addition to the Apprenticeship/Training contribution.

**REMINDER:** Under the provisions of Article 22, Pre-Determined Wage Rate Projects, you must make any adjustment to all fringe benefit contributions even though the wage rates are frozen for the initial 24 months or duration of the project, whichever is the lesser.

Deductions: (These deductions are included in wages)

Credit Union	\$1.05
<b>PTO**</b>	<b>2.5% of hourly wage</b>

**\*\*PTO-** The Employer shall contribute an amount equal to 2.5% of the employee's normal hourly wage rate for each hour worked when covered by this agreement to the PTO fund. Amounts are not to be compounded as overtime. PTO is in addition to the hourly wage and is to be a separate line item on the check.

	<u>Western</u>	<u>Central</u>
<b>Dues</b>	<b>\$2.04</b>	<b>\$1.98</b>

Apprenticeship Rates (Based on Group 3 - General Laborer)

	<u>Percentage</u>	<u>Western</u>	<u>Central</u>
0 - 1000 hrs	60%	\$28.52	\$21.71
1001 - 2000 hrs	70%	33.27	25.33
2001 - 3000 hrs	80%	38.02	28.94
3001 - 4000 hrs	85%	40.40	30.75
4001 - 5000 hrs	90%	42.78	32.56
5001 - 6000 hrs	95%	45.15	34.37

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May 31, 2024

Members and Contractors,

Effective June 1, 2024, there will be changes to the work scopes in the 2024-2027 Western/Central Master Labor Agreement.

**Group IIB- Added Truck Mounted Attenuator (TMA)**

**Group IV-** *Removed Cement Dumper, Concrete Dumper/Chute Operator, Concrete Placement Crew, Form Setter, Rodder, Spreader (Concrete) and Vibrator.*

**Group V-** **Added Cement Dumper, Concrete Dumper/Chute Operator, Concrete Placement Crew, Form Setter, Rodder, Spreader (Concrete) and Vibrator.**

Foreman, Asbestos, Lead, Mold, or Toxic Waste Supervisor: increased to **\$4.00 per hr.**

Foreman - **\$4.00 per hr.**

General Foreman - **\$3.50 per hr.**

If you have any questions, please contact the Local or the District Council.

Sincerely,



Stacy Martin  
Business Manager &  
Secretary-Treasurer